

**BOARD OF TRUSTEES  
CARSON CITY SCHOOL DISTRICT**

**POLICY No. 401  
CLASSIFIED STAFF**

**EMPLOYMENT PHILOSOPHY**

The classified service includes all personnel employed under the policies and regulations of the Board of School Trustees who are not serving as certified employees or as members of the administrative staff of the Carson City School District.

Classified employees shall be selected, retained, and promoted on the basis of job performance and fitness without discrimination because of race, color, religious or political affiliation, sex, handicap, or marital status.

In addition, the District has adopted an Affirmative Action Plan, which establishes goals and objectives over a period of time in order to achieve overall employment which is in proportion to the racial/ethnic background of the population distribution of Carson City County and employment of females in proportion to the female labor force in Carson City County.

Adopted: August 29, 1979